

TRORC Abuse Policy

TRORC staff shall have a safe workplace both within TRORC offices and on projects outside of the office. To that end, physical or verbal abuse will not be tolerated by staff in our interactions. Planning is naturally a contentious field with strong opinions, but differences in opinion on policy matters cannot become personal matters.

Comments to staff from, clients, contractors, other staff, or the public, that are demeaning and of a personal nature are not to be tolerated. Instances of verbal abuse shall be dealt with immediately, when possible, by staff pointing out the occurrence to the offensive party and warning it will not be tolerated again. Severe verbal abuse (yelling, threatening, racist or sexist remarks) require no warning. Immediate removal of staff from that environment is supported by TRORC. All instances of abuse, even when corrected, shall be reported to the Executive Director and Director of Planning and documented in writing. Verbal abuse by supervisory staff or Board members shall be reported to the Commission's Executive Committee for action.

Verbal abuse by clients or contractors may be cause for termination of services. Assault and threats of harm shall be reported to law enforcement.

The Executive Director shall be empowered to enforce this Policy and to make appropriate connection back with the offending party to explain how actions or remedies are taken by TRORC.

Adopted by the TRORC Executive Committee on January 12, 2022.